How to Conduct a Meaningful Workplace Culture Assessment in Saudi Arabia

How to Conduct a
Meaningful
Workplace Culture
Assessment
in Saudi Arabia
Build a thriving workplace culture that drives engagement, performance and long-term success.
CULTURE ASSESSMENT
Understand Your People
Gain deep insights into employee mindsets, values and behaviors.
Data-Driven Approach
Use the right tools and frameworks to gather accurate, actionable data.
Culturally Relevant
Align assessments with Saudi values, traditions and Vision 2030.
Drive Positive Change
Create strategies that strengthen engagement and business outcomes.
EMPOWER PEOPLE. STRENGTHEN CULTURE. ACHIEVE EXCELLENCE.

Key Takeaways

- **Workplace culture assessments** are becoming a strategic priority for Saudi organizations aligned with **Vision 2030** transformation goals.
- **Effective assessments in Saudi Arabia** must account for local labor laws, Saudization objectives, leadership structures, and cultural expectations.
- **Traditional employee surveys** alone are insufficient; organizations need interviews, leadership diagnostics, HR analytics, and behavioral assessments.
- **Strong workplace culture** directly impacts retention, productivity, organizational change success, and employer branding.
- **Diversity and inclusion initiatives in Saudi Arabia** now play a major role in workforce integration and long-term business sustainability.
- **Successful culture assessments** connect employee experience with measurable business outcomes and executive strategy.
- **Partnering with experienced HR consulting firms** with regional expertise improves assessment accuracy and implementation success.

The **business environment of Saudi Arabia** is changing. Organizations are pushing ahead with digital transformation, workforce localization, leadership modernization, and operational expansion on a large scale under Vision 2030.

This has made workplace culture a topic for discussion at the board level.

For ***CHROs, HR Directors, and executive leadership teams,*** a workplace culture assessment is no longer a mere HR exercise. It is a strategic business activity that guides organizations in understanding if leadership behaviors, employee experiences, and organizational practices are in line with growth objectives.

In a ***country like Saudi Arabia*** with its exceptional cultural, regulatory and workforce contexts, a culture assessment would be a highly local, strategic and far more differentiated approach than the generic global HR frameworks.

WHAT IS A WORKPLACE CULTURE ASSESSMENT?

A ***workplace culture assessment*** is a systematic way to gather information about employees' experience with their company through different aspects like leadership, communication, teamwork, diversity, responsibility, and efficiency.

Through this, an organization gains clear insight into its internal culture, whether it is a source of the company's growth or a barrier.

Core Areas Evaluated During a Culture Assessment

Business Area	**Culture Indicator**
Leadership effectiveness	Trust, transparency, communication
Employee engagement	Motivation, retention, morale
Organizational change	Adaptability and change readiness
Team dynamics	Collaboration and cross-functional alignment
Diversity and inclusion	Workforce integration and fairness
Compliance culture	Alignment with local labor laws
Performance culture	Accountability and productivity

A meaningful assessment uncovers both visible and hidden workplace patterns that influence employee performance and organizational sustainability.

WHY WORKPLACE CULTURE ASSESSMENTS MATTER IN SAUDI ARABIA

Saudi companies these days are juggling multiple workforce priorities at the same time :

- Saudization
- Leadership transformation
- Digital workforce adaptation
- Employee retention challenges
- Increased competition for skilled talent
- Cross-cultural workforce management
- Expansion into new markets

However, without a strong workplace culture, these programs typically do not meet the criteria for sustainable results.

Companies with vibrant cultures always witness :

- Less employee turnovers
- More engaged employees
- Leaderships that are well aligned
- More efficient operations
- Stronger employer branding
- Swifter acceptance of organizational change

For top management, culture has turned into a tangible business asset that can be measured not just a HR soft metric.

WHAT MAKES WORKPLACE CULTURE ASSESSMENTS DIFFERENT IN SAUDI ARABIA?

1. Leadership Hierarchies Influence Employee Feedback

Employees working in Saudi Arabia may, due to cultural reasons, feel reluctant to question their superiors or to criticize them.

So, most of the time, regular anonymous surveys only scratch the surface of work issues.

To really get a good understanding, we should :

- Confidential leadership interviews
- Employee focus groups
- Departmental culture reviews
- HR analytics
- Behavioral observations
- Organizational communication analysis

This ***multi-faceted method leads*** to gaining genuine feelings of employees and measuring their level of trust in the organization.

2. LOCAL LABOR LAWS MUST BE CONSIDERED

You can't really do a culture assessment without looking at compliance realities.

Companies have to check whether the way they do things in their offices is in line with Saudi labor laws, for instance :

- the physical conditions people work in
- workers' rights
- policies on including women
- timetables of work hours
- how senior managers are held responsible
- procedures for employees to complain.

If you decide to overlook labor laws of a country while conducting workplace assessments, you are likely to ***encounter not only risks operationally*** but also risks in terms of your company's reputation.

3. WORKFORCE DIVERSITY IMPACTS TEAM DYNAMICS

Most Saudi organizations, in fact, have quite the multinational workforces comprising both locals and expatriates.

That, in turn, leads to complex workplace dynamics which concern :

- Communication styles
- Decision-making approaches
- Leadership expectations
- Collaboration habits
- Cultural integration challenges

A ***good culture audit examines*** if the diversity and inclusion interventions are indeed fostering greater teamwork and employee involvement across the board.

HOW TO DO AN EFFECTIVE CULTURE ASSESSMENT IN A WORKPLACE

Step 1 : Set Business Goals First

Leading teams must identify the ***strategic reason*** for the assessment before conducting surveys or interviews.

Typical goals are :

- Lessening turnover of employees
- Developing leadership skills
- Backing up change initiatives of the organization
- Improving communication & cooperation within teams
- Raising involvement levels
- Lowering conflict at workplace
- Launching Saudization integration
- Making employer branding more attractive

Most of the time without clear ***business goals culture assessments*** lead to a lot of data with not much value for executives.

Step 2 : Check Whether Leaders Are in Sync

The way leaders act has a much stronger impact on the culture of a workplace than the company's value statements on paper.

Companies have to look into :

- Whether leaders keep the same message in their communication all the time
- Whether the way decisions are made is open and clear
- How much teams trust each other
- How easy it is to get to the leaders
- Whether the culture is one of holding people responsible
- Whether leaders are capable of giving guidance and support to others

In Saudi Arabia, employees carefully track the behavior of leaders even before they decide to support company initiatives or changes.

If there are big differences between what top leaders say and what happens on the ground, trust of employees will be lost very fast.

STEP 3 : USE MULTIPLE ASSESSMENT METHODS

For a culture assessment of the workplace to be very effective, you need to collect quantitative and qualitative information.

RECOMMENDED ASSESSMENT FRAMEWORK

The most effective workplace culture assessments combine quantitative and qualitative data collection.

Recommended Assessment Framework

Assessment Tool	Strategic Purpose
Employee surveys	Measure engagement trends
Leadership interviews	Identify executive alignment gaps
Focus groups	Explore workforce concerns
HR analytics	Connect culture with business performance
Exit interview reviews	Detect recurring organizational issues
Department assessments	Evaluate operational consistency
Benchmark analysis	Compare against industry standards

Organizations relying solely on surveys often ***miss critical cultural behaviors*** influencing workforce performance.

Step 4 : Evaluate Team Dynamics Across Departments

Culture will hardly be the same everywhere in a whole company.

Departments, in fact, may have completely different kinds of work atmospheres.

Here's what the evaluation should focus on :

- quality of teamwork
- interdepartmental communications
- conflict resolution
- availability of management
- employee acknowledgement
- standards for accountability
- how fast decisions are made

At times like **mergers, reshuffling, or big organizational changes,** this is going to be really significant.

Step 5 : Measure Your Diversity and Inclusion Efforts

It is getting more and more **critical for organizations in Saudi Arabia** to think of diversity and inclusion when they are changing their workforce arrangements.

It is very important that an assessment includes the following aspects :

It is very important that an assessment includes the following aspects :

- Fairness of opportunities for progression
- How well different groups are mixed into the work environment
- Percentage of leaders from different backgrounds
- Degree of employees' feeling of safety
- Ways to ensure local and expatriate employees work in harmony
- Being involved in making decisions

The companies that ignore the problems of inclusiveness are the ones that find their employees leaving them and not being motivated at work.

Step 6 : Turn Insights Into Concrete Actions

One major downfall in executing workplace culture assessments are gathering a bunch of results and simply filing them away never to be acted on.

For an assessment to be truly effective, it should spark changes in the following areas :

- action plans at the executive level
- accountability of the respective department
- leadership training and development programs
- organizational restructuring and change strategies
- setting tangible performance indicators
- ongoing culture tracking

Changing culture is a journey of operational ownership over years and a series of HR interventions, rather than one-off isolated initiatives.

WHAT ARE THE MOST COMMON WORKPLACE CULTURE CHALLENGES IN SAUDI ARABIA?

Resistance to Organizational Change

Major change programs may lead to employee anxiety and a loss of engagement if the message is not clearly and continuously communicated.

Inconsistent Leadership Capability

A large number of technically proficient managers will be deprived of some aspects of leadership and people-management skills that are fundamental in today's world.

Communication Gaps Between Teams

The barriers that members of multicultural teams face in collaborating have an impact on both their productivity and their trust.

Employee Retention Challenges

According to research, top-performing employees are putting more and more weight on workplace culture in their decisions on who to work for.

Limited Employee Feedback Transparency

Employees sometimes find it difficult to speak their mind openly especially if there are clearly defined hierarchies in the organization that create a sense of intimidation.

HOW CAN ORGANIZATIONS MEASURE CULTURE ASSESSMENT SUCCESS?

Culture assessments should produce measurable business impact.

Key Metrics to Track

KPI	Strategic Impact
Employee retention	Workforce stability

Engagement scores	Employee commitment
Productivity metrics	Operational performance
Leadership trust ratings	Management effectiveness
Internal mobility	Career development opportunities
Change adoption rates	Organizational agility
Absenteeism trends	Employee morale indicators

Executive leadership increasingly expects culture initiatives to demonstrate measurable ROI.

The Role of External HR Consulting Expertise

Various Saudi companies hire external consultants in order to have impartiality, benchmarking of their strategies, and effective implementation.

With the help of a highly qualified **HR consulting Saudi Arabia firm,** businesses may:

- Evaluate their culture
- Measure capabilities of their leaders
- Develop plans for change in the organization
- Design initiatives aimed at engaging employees
- Implement efforts aimed at increasing diversity and inclusiveness
- Change programs aimed at the workforce
- Design HR systems oriented to compliance

Expertise from outside is especially critical during times of very fast expansion, reorganization, or change of leadership.

Reasons for Leadership Development Importance After the Culture Assessment

Doing a ***culture assessment*** is one of the steps in an organizational transformation, it is not the only one.

Lasting change and improvement of the ability of the leaders and the workforce alignment require continuous efforts.

As a **SHRM and ATD recognized provider**, ***Rooted HR offers organizations in Saudi*** **Arabia** globally aligned HR and leadership development programs with a local perspective.

Some of our expertise :

- Organizational change management
- Leadership capability building
- Employee engagement strategies
- Culture transformation frameworks
- Workforce performance optimization

Such programs allow companies to leverage the insights of culture assessment for their business results.

Final Thoughts

Undertaking a comprehensive and impactful workplace culture assessment is undoubtedly one of the greatest strategic expenditures that organizations in Saudi Arabia can make at this point.

With enterprises ***continuously aligning themselves to the priorities of Vision 2030***, along with leadership changes, workforce upgrades, and operational expansions, the culture will be the main factor that differentiates successful organizations from those that don't survive in the long run.

Organizations that take the initiative to assess and enhance their workplace culture will have a competitive edge at :

- Retaining their highest-quality talent
- Raising operational performance levels
- Achieving even better leadership cohesion
- Speeding up corporate changes
- Improving their employer brand
- Ensuring future workforce development

In the **Present day Saudi Arabian business scene,** workplace culture has become a necessity rather than an option. It acts as a competitive

advantage.

LOOKING TO CHANGE THE CULTURE OF YOUR WORKPLACE?

Rooted HR enables businesses throughout Saudi Arabia to assess their workplace culture through data, tailored to business strategy, workforce transformation agendas, and local workforce realities.

From **leadership challenges, organization change, employee engagement issues, to integrating the workforce,** our consultants can help you determine measurable improvement opportunities and implement sustainable people strategies.

To schedule a strategic consultation with Rooted HR, please :

- Evaluate the level of maturity in the current work culture.
- Evaluate the maturity of the current workplace culture.
- Determine the deficiencies in leadership and manpower personnel.
- Enhance team relations and participation
- Improve diversity and inclusion programmes.
- Develop a high-performing company culture

Download our company profile or speak with our consultants to discover customized **HR transformation solutions for Saudi Arabia**.

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